

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 811

March 30, 2009

SUMMARY OF BILL: Requires local education agencies (LEAs) to perform performance evaluations of all teachers, except apprentice teachers, twice a year. Requires all teachers hired after July 1, 2009 to serve a probationary employment period of three years or not less than 27 months in a five year period. Authorizes teachers who have completed this probationary period to be employed through a two-year contract.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures - \$379,500/One-Time

**Increase Local Expenditures – \$12,144,000/Recurring*
\$106,100/One-Time***

Assumptions:

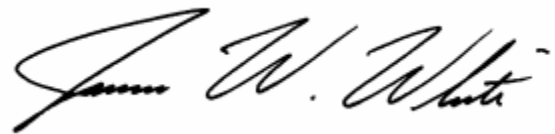
- The number of teacher evaluations will increase.
- LEAs will hire additional personnel to efficiently administer the additional evaluations.
- There were approximately 63,321 teachers in FY07-08.
- The Department of Education (DOE) estimates that one additional LEA position will be added for every 250 teachers. Approximately 253 positions (63,321/250) will be added at a cost of approximately \$48,000 in salary and benefits. Increase in recurring local personnel expenditures will be approximately \$12,144,000 (\$48,000 x 253).
- All personnel will travel to Nashville to become trained and certified as evaluators. Training will take three days.
- LEAs will be responsible for paying travel and per diem reimbursement. Lodging reimbursement will be approximately \$65 per day at the state rate, meal reimbursement is approximately \$34.50 per day at the state rate, travel reimbursement will be approximately \$58 per participant (\$.54 cents per mile x average 125 miles = \$67.50 per participant), and substitute teachers will be approximately \$65 per day per teacher.

- According to the Comptroller, approximately 18 percent of new personnel (46) will be traveling from the Middle Tennessee area and will not need overnight lodging.
- Increase in local expenditures for lodging will be approximately \$13,455 ($\65×207). Increase for meal reimbursement will be approximately \$26,186 ($\$34.50 \times 3 \text{ days} \times 253$). Increase for travel reimbursement will be approximately \$17,078 ($\67.50×253). Increase for substitute teachers will be approximately \$49,335 ($\$65 \text{ per day} \times 3 \text{ days} \times 253$).
- Total increase in one-time local expenditures for per diem, travel, and substitute teachers will be approximately \$106,054 ($\$13,455 + \$26,186 + \$17,078 + \$49,335$).
- Training will cost approximately \$1,500 per person. Increase in one-time state expenditures will be approximately \$379,500 ($\$1,500 \times 253$).

*Article II, Section 24 of the Tennessee Constitution provides that: *no law of general application shall impose increased expenditure requirements on cities or counties unless the General Assembly shall provide that the state share in the cost.*

CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, appearing to read "James W. White". The signature is fluid and cursive, with the first name "James" written in a larger, more prominent script than the last name "White".

James W. White, Executive Director

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